

EXHIBIT

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PROFESSIONAL EDUCATION PERSONNEL EVALUATION PROGRAM

PROFESSIONAL DEVELOPMENT PLAN

EDUCATOR: Dr. W. Martin A. POSITION: Reading Coach/Evaluator SCHOOL YEAR: 20 03 to 04

DATE: 10/20/03

DIRECTIONS: This plan should be developed from the educator's evaluation results and should also address student achievement goals unless evaluation scores are mostly 1's or 2's. Since this form has space for only two areas identified for improvement, you will need to make copies of this form for additional areas identified. Personal/Professional goals may be included but after addressing needs relating to the competencies/indicators and student achievement, List areas identified for the focus of a Professional Development Plan for the next school year/cycle.

AREA NUMBERS	PROFESSIONAL DEVELOPMENT RELATED GOALS/OBJECTIVES	PROPOSED ACTIVITIES	TIME LINE	ASSESSMENT METHOD(S)	PROGRESS CHECK DATES
2.2	2.2 To improve presentation of organized instruction.	1) To attend workshop. 2) To provide activities for students to implement learning.	October 2003 - May 2004	1) observation by principal. 2) work sample. 3) certificate of attendance.	1/25 2/13 3/25

END OF PDP CYCLE ASSESSMENT AND BENEFITS

1) When attending national workshop experience have been better equipped in my leadership responsibilities.

2) I have noticed a favorable increase in student learning behavior during used motivational intervention programs.

3) I have also an outstanding job in this position requirement. No area for improvement is readily identifiable.

PROFESSIONAL DEVELOPMENT AND LEADERSHIP COMPETENCY	
Activity	7.1 Improves Prof. Knowledge
<div> <div> <div>Year</div> <div>1</div> <div>2</div> <div>3</div> </div> <div> <div>Definition Item</div> <div>Participates in prof. org. dev. program/conf.</div> <div>Participates in prof. dev. to improve job performance</div> <div>Takes formal coursework</div> <div>Uses ideas to improve ich.</div> </div> </div>	<div> <div>1</div> <div>2</div> <div>3</div> </div>

In the "Activity" column, the evaluator should check the definition item(s) which the activities address. In the "Year" columns, the evaluator should record the score for each of the checked activities. For annual, full evaluation only the first year column will be used. The remaining columns, used for educators on a multi-year evaluation cycle, are for scoring activities which are completed during the second or third year.

PROFESSIONAL EDUCATION P. SONNEL EVALUATION PROGRAM

PROFESSIONAL DEVELOPMENT PLAN

SCHOOL YEAR: 2004-2005

EDUCATOR:

Melvin Lowe

POSITION:

Reading

EVALUATOR:

DR. J. Owens

DATE:

5/19/04

DIRECTIONS: This plan should be developed from the educator's evaluation results and should also address student achievement goals unless evaluation scores are mostly 1's or 2's. Since this form has space for only two areas identified for improvement, you will need to make copies of this form for additional areas identified. Personal/Professional goals may be included but after addressing needs relating to the competencies/indicators and student achievement. List areas identified for the focus of a Professional Development Plan for the next school year/cycle.

AREA NUMBERS	PROFESSIONAL DEVELOPMENT RELATED GOALS/OBJECTIVES	PROPOSED ACTIVITIES	TIME LINE:	ASSESSMENT METHOD(S)	PROGRESS CHECK DATES		
					1	2	3
3.1	To enhance assessment of student performance of reading course	Whole student assessment, Portfolio, reading assignments of book/week.	6/04 9/04 10/04 1/05	1) Analyze of DTBETS & DI assessment 2) Observation by Principals			

END OF PDP CYCLE ASSESSMENT AND BENEFITS

In the "Activity" column, the evaluator should check the definition item(s) which the activities address. In the "Year" column, the evaluator should record the score for each of the checked activities. For annual, full evaluation only the first year column will be used. The remaining columns, used for educators on a multi-year evaluation cycle, are for scoring activities which are completed during the second or third year.

PROFESSIONAL DEVELOPMENT AND LEADERSHIP COMPETENCY				
Activity	Year			Definition Item
	1	2	3	
7.1 Improves Prof. Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Participates in prof. org. dev. program/conf.
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Participates in attend's prof. improve job performance
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Takes formal coursework
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Uses ideas to improve tch.

Evaluator Comments

All non-tenured personnel must develop a Professional Development Plan annually.

(Attach additional sheets if more space is needed.)

(over)

AREA NUMBERS	PROFESSIONAL DEVELOPMENT RELATED GOALS/OBJECTIVES	PROPOSED AC	IES	TIME LINE	ASSESSMENT METHOD(S)	F R. CHECK DATES
Competency Area: 7.0 Indicator(s): 7.2	Professional Development	1) conduct workshop/ training session 2) participate in shared decision-making in the school.		and '04 dec '04 aug '04 march '05	1) Copy of agenda, minutes & time of workshop. 2) participation form (complete assignments).	1 2 3

☐ Personal/Professional
☐ Student Achievement/Development
☐ Other

check if:
☐ Professional
☐ Personal

END OF PDP CYCLE ASSESSMENT AND BENEFITS

PROFESSIONAL DEVELOPMENT AND LEADERSHIP COMPETENCY

Activity	Year 1	Year 2	Year 3	Definition Item
7.1 Improves Prof. Knowledge				Participates in prof. org. dev. program/conf.
				Participates in prof. dev. to improve job performance
				Takes formal coursework
				Uses ideas to improve sch.
7.2 Takes Leadership Role				Leadership in identifying resolving issues
				Leadership in est. sch. goals
				Initiates activities/projects
				Conducts workshops/train.
				Shares ideas, materials, etc.
				Part. in shared decisionmaking

We agree upon the Goals/Objectives, Activities, Timelines, and Assessment Method(s) listed:

Educator: [Signature] Date: 5/10/04

Evaluator: [Signature] Date: 5/10/04

Signatures indicate we have discussed the Assessment and Benefits described:

Educator: _____ Date: _____

Evaluator: _____ Date: _____

PROFESSIONAL EDUCATION PLAN

SCHOOL YEAR: 2003-2004

EDUCATOR: Shirley M. Perkins POSITION: Reading Teacher EVALUATOR: LaDonna Moore DATE: 10/24/03

DIRECTIONS: This plan should be developed from the educator's evaluation results and should also address student achievement goals unless evaluation scores are mostly 1's or 2's. Since this form has space for only two areas identified for improvement, you will need to make copies of this form for additional areas identified. Personal/Professional goals may be included but after addressing needs relating to the competencies/indicators and student achievement. List areas identified for the focus of a Professional Development Plan for the next school year/cycle.

AREA NUMBERS	PROFESSIONAL DEVELOPMENT RELATED GOALS/OBJECTIVES	PROPOSED ACTIVITIES	TIME LINE	ASSESSMENT METHOD(S)	PROGRESS CHECK DATES		
					1	2	3
2.2	1) To attend workshop. 2) To provide activities for students to improve learning.	1) observation by principal. 2) work sample. 3) certificate of attendance.	October 2003 - May 2004		10/25	2/13	3/25

END OF PDP CYCLE ASSESSMENT AND BENEFITS

1) When attending national workshop experience I have been better equipped in my leadership responsibilities.

2) I have noticed a favorable increase in student learning behavior during used motivational intervention programs.

3) I have noticed a favorable increase in student learning behavior during used motivational intervention programs.

PROFESSIONAL DEVELOPMENT AND LEADERSHIP COMPETENCY			
Activity	Year		
	1	2	3
7.1 Improves Prof. Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participates in prof. org. dev. program/conf.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participates in prof. dev. to improve job performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Takes formal coursework	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uses ideas to improve tech.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In the "Activity" column, the evaluator should check the definition item(s) which the activities address. In the "Year" columns, the evaluator should record the score for each of the checked activities. For annual, full evaluation only the first year column will be used. The remaining columns, used for educators on a multi-year evaluation cycle, are for scoring activities which are completed during the second or third year.

Evaluator Comments

Mr. Moore does an outstanding job in this position. No area for improvement is readily identifiable.

00035

PROFESSIONAL DEVELOPMENT PLAN

SCHOOL YEAR: 2003 2004.

DATE: 10/20/03

EDUCATOR: Shirley M. Johnson, A. POSITION: Reading Coach/Evaluator DATE: 10/26/16

SCHOOL YEAR: 2015 - 2016

DIRECTIONS: This plan should be developed from the educator's evaluation results and should also address student achievement goals unless evaluation scores are mostly 1's or 2's. Since this form has space for only two areas identified for improvement, you will need to make copies of this form for additional areas identified. Personal/Professional goals may be included but after addressing needs relating to the competencies/indicators and student achievement. List areas identified for the focus of a Professional Development Plan for the next school year/cycle.

PROFESSIONAL DEVELOPMENT

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NUMBERS	RELATED GOALS/OBJECTIVES	PROPOSED ACTIVITIES	TIME LINE	ASSESSMENT METHOD(S)	PROGRESS CHECK DATES		
					1	2	3
20 7.2	Competency Area: Indicator(s):	1) To attend workshop. 2) To provide activities for students to implement learning.	October - May 2003	1) observation by Principal. 2) work sample. 3) Certificate of attendance.	10/25	2/13	3/25

END OF PDP CYCLE ASSESSMENT AND BENEFITS

END OF PDP CYCLE ASSESSMENT AND BENEFITS

I am attending various workshops and seminars. I have been better equipped in my leadership responsibilities.

2) I have noticed a favorable increase in student learning behavior having used motivational intervention programs.

palmdale.

Mr. [unclear] does not understand yet in this position requirement. No area for improvement is readily identifiable.

In the "Activity" column, the evaluator should check the definition item(s) which the activities address. In the "Year" columns, the evaluator should record the score for each of the checked activities. For annual, full evaluation only the first year column will be used. The remaining columns, used for educators on a multi-year evaluation cycle, are for scoring activities which are completed during the second or third year.

PROFESSIONAL DEVELOPMENT AND LEADERSHIP COMPETENCY									
			Activity						
			Year			7.1 Improves Prof. Knowledge			
			1	2	3	Definition Item			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Participates in prof. org.			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Participates in/attempts prof. dev. program/conf.			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Participates in prof. dev. to improve job performance			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Takes formal coursework			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Uses ideas to improve tech.			

PROFESSIONAL EDUCATION I SONNEL EVALUATION PROGRAM

SCHOOL YEAR: 2004-2005

EDUCATOR: Melvin Lane POSITION: Reading EVALUATOR: DR. J. Owens DATE: 5/10/04

DIRECTIONS: This plan should be developed from the educator's evaluation results and should also address student achievement goals unless evaluation scores are mostly 1's or 2's. Since this form has space for only two areas identified for improvement, you will need to make copies of this form for additional areas identified. Personal/Professional goals may be included but after addressing needs relating to the competencies/indicators and student achievement. List areas identified for the focus of a Professional Development Plan for the next school year/cycle.

AREA NUMBERS	PROFESSIONAL DEVELOPMENT RELATED GOALS/OBJECTIVES	PROPOSED ACTIVITIES	TIME LINE	ASSESSMENT METHOD(S)	PROGRESS CHECK DATES
Competency Area: 3.0 Indicator(s): 3.1	to enhance assessment of student performance at Davis Elementary	to have student understand, practice, and demonstrate of book skills.	Aug 04 Oct 04 Nov 04 Jan 05 Mar 05	1) on building of DTBES & DI assessment 2) observation 3) participation by participants	1 2 3

END OF PDP CYCLE ASSESSMENT AND BENEFITS

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Participates in prof. org. dev. program/conf.
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Participates in prof. dev. improve job performance
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Takes formal coursework
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Uses "tools to improve it

Evaluator Comments

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(Attach additional sheets if more space is needed.)

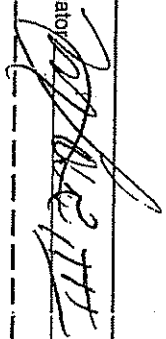
AREA NUMBERS	PROFESSIONAL DEVELOPMENT RELATED GOALS/OBJECTIVES	PROPOSED ACTIVITIES	TIME LINE	ASSESSMENT METHOD(S)
Competency Area: 2.0 Indicator(s): 2.2	Professional Development	1) conduct workshop training 2) participate in school activities - making in the school.	any time	1) Copy of agenda, agenda + time of workshop. 2) participation form (attachable to agenda).


END OF PDP CYCLE ASSESSMENT AND BENEFITS

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